



POLICE DEPARTMENT

In the Matter of the Disciplinary Proceedings : X

- against - : FINAL

Detective John Buchanan : ORDER

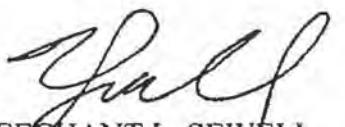
Tax Registry No. 955801 : OF

Det. Boro. Queens South : DISMISSAL

X

Detective John Buchanan, Tax Registry No. 955801, having been served with written notice, has been tried on written Charges and Specifications numbered 2020-22881, as set forth on form P.D. 468-121, dated December 15, 2020, after a review of the entire record, Respondent is found Guilty.

Now therefore, pursuant to the powers vested in me by Section 14-115 of the Administrative Code of the City of New York, I hereby DISMISS Detective John Buchanan from the Police Service of the City of New York.



KEECHANT L. SEWELL
POLICE COMMISSIONER

EFFECTIVE: 2/17/22



POLICE DEPARTMENT

January 13, 2022

-----X-----
In the Matter of the Charges and Specifications : Case No.
- against - : 2020-22881
Detective John Buchanan :
Tax Registry No. 955801 :
Det. Boro. Queens South :

At: Police Headquarters
One Police Plaza
New York, NY 10038

Before: Honorable Jeff S. Adler
Assistant Deputy Commissioner Trials

APPEARANCES:

For the Department: Ayisha Amjad, Esq.
Department Advocate's Office
One Police Plaza
New York, NY 10038

For the Respondent: Peter Brill, Esq.
Brill Legal Group, P.C.
306 Fifth Avenue, Penthouse
New York, NY 10038

To:

HONORABLE KEECHANT L. SEWELL
POLICE COMMISSIONER
ONE POLICE PLAZA
NEW YORK, NY 10038

CHARGES AND SPECIFICATIONS

1. Said Detective John Buchanan, while off-duty and assigned to the Gun Violence Suppression Division, on or about and between December 5, 2019 and December 6, 2019, did wrongfully engage in conduct prejudicial to the good order, efficiency and discipline of the Department, in that said Detective did subject another person known to the Department to sexual contact without the latter's consent.

P.G. 203-10, Page 1, Paragraph 5

GENERAL REGULATIONS-
PUBLIC CONTACT –
PROHIBITED CONDUCT

Penal Law 130.55

SEXUAL ABUSE IN THE
THIRD DEGREE

2. Said Detective John Buchanan, while off-duty and assigned to the Gun Violence Suppression Division, on or about and between December 5, 2019 and December 6, 2019, having been involved in an unusual police occurrence, did fail to remain at the scene and request the response of a Patrol Supervisor, precinct of occurrence.

P.G. 212-32, Page 1, Paragraphs 1 & 2

OFF DUTY INCIDENTS
INVOLVING UNIFORMED
MEMBERS OF THE SERVICE

3. Said Detective John Buchanan, while off-duty and assigned to the Gun Violence Suppression Division, on or about and between December 5, 2019 and December 6, 2019, after having become aware of an allegation of misconduct involving himself, did fail to request a supervising officer to respond to the scene.

P.G. 207-21 Page 2, Additional Data

ALLEGATIONS OF
CORRUPTION AND OTHER
MISCONDUCT AGAINST
MEMBERS OF THE SERVICE

REPORT AND RECOMMENDATION

The above-named member of the Department appeared before me on November 12 and December 9, 2021. Respondent, through his counsel, entered a plea of Not Guilty to the subject charges. The Department called Police Officer [REDACTED] Police Officer [REDACTED] Detective [REDACTED] and Detective [REDACTED] as witnesses, and introduced into

evidence video footage from inside two bars. Respondent called Detective [REDACTED] as a witness, and testified on his own behalf. A stenographic transcript of the trial record has been prepared and is available for the Police Commissioner's review. Having reviewed all of the evidence in this matter, I find Respondent Guilty of the charged misconduct, and recommend that he be DISMISSED from the New York City Police Department.

ANALYSIS

For several members of the Gun Violence Suppression Division, the evening of December 5, 2019 began with a holiday party at a Manhattan restaurant. From there, a small group that included Respondent and Police Officer [REDACTED] moved on to two Manhattan bars, The Flying Cock and Joshua Tree. It is alleged that inside The Flying Cock bar, Respondent, without [REDACTED] consent, reached his hand under [REDACTED] skirt and grabbed her "vagina."

Officer [REDACTED] who joined the Department in [REDACTED], testified that she spent about four-and-one-half hours at the holiday party, where she hung out with co-workers, ate, and had three or four drinks. Near the end of the party, she and several colleagues discussed going out to a bar afterward, in part to celebrate Respondent's birthday, [REDACTED]. According to [REDACTED] although she and Respondent worked at the same command, he sat in a different area of the building, and the first time she met him was that night at the restaurant. She denied that she flirted with him that evening. (Tr. 24-28, 58, 69, 74, 77-81)

Before leaving the party, [REDACTED] called and texted with her boyfriend, Police Officer [REDACTED] to let him know where she was going, and to ask if he wanted to meet them at

the bar. [REDACTED] declined, and instead they arranged to meet up at [REDACTED] apartment when she got home. [REDACTED] also told [REDACTED] that she was not drunk. (Tr. 29, 39, 67-69, 75)

After the party, [REDACTED] and four of her colleagues, Detective [REDACTED] Detective [REDACTED] Detective [REDACTED] and Respondent, drove to a nearby bar. They originally had planned on going to Joshua Tree, a bar that [REDACTED] liked, but on the way they passed The Flying Cock, and went there instead. (Tr. 28-30, 82-83)

Inside The Flying Cock, [REDACTED] was standing in the bar area talking with her colleagues. She felt happy and was dancing, but was not intoxicated. [REDACTED] testified that a few minutes after their arrival, Respondent, without a word, walked up to her, put his hand up her skirt, and grabbed her "vagina." Specifically, she felt his hand "grabbing and squeezing her vagina." [REDACTED] was "shocked;" she slapped Respondent and pushed him away, telling him to "never fucking touch me like that." She was upset and crying, and told [REDACTED] and [REDACTED] that Respondent had grabbed her. According to [REDACTED] Respondent said nothing, and walked out of the bar. [REDACTED] was upset, and [REDACTED] hugged her to comfort her. (Tr. 31-33, 49-52, 84, 95-98, 104-07)

A few minutes later, [REDACTED] [REDACTED] and [REDACTED] also exited the bar. [REDACTED] testified that she told them that Respondent had grabbed her vagina, and that she was upset and angry. [REDACTED] asked her what she wanted to do, and offered to drive her home. [REDACTED] decided that if she went home crying, that Respondent "would win," and she did not want Respondent to think that "he got to her;" so rather than go home, [REDACTED] chose to walk with her colleagues, including Respondent, to the nearby Joshua Tree. (Tr. 34-36, 58-59, 107-13)

According to [REDACTED] Respondent approached her inside the bar and said he was sorry for what he had done. [REDACTED] did not believe the apology was genuine or sincere. The group

stayed at Joshua Tree until about 0130 hours, drinking and playing beer pong. They left the bar together, and [REDACTED] drove them all home. [REDACTED] sat in the front passenger seat, and was the first one dropped off. (Tr. 36-38, 57, 116-20, 123)

Inside her apartment, [REDACTED] who was still upset, told [REDACTED] what had occurred. At some point, [REDACTED] called her friend, Detective [REDACTED] with whom she used to work at the 108 Precinct, and told him what transpired as well. She asked [REDACTED] for advice on how to handle the situation. [REDACTED] testified that she decided she did not want to report the incident, or press criminal charges, because she was new to the command, enjoyed working there, and was concerned about the consequences of making a report. Her main concern was that she did not want to see Respondent at work. She did not go to work the next day, and had her next tour switched from Friday to Saturday in order to avoid coming into contact with Respondent. The incident was, in fact, reported to the Department by [REDACTED]. [REDACTED] testified that when she was interviewed by IAB about what had transpired, she was momentarily confused and mistakenly told them that the incident had occurred inside the Joshua Tree bar instead of The Flying Cock. (Tr. 38-43, 58, 126-30)

Video footage from each of the two bars was introduced into evidence. In footage from the seating area of The Flying Cock, looking toward the front of the bar (Dept. Ex. 1), at about 00:22:00 hours, [REDACTED] can be seen walking with [REDACTED] and [REDACTED] from the rear of The Flying Cock toward the front. [REDACTED] is wearing a dark skirt, and carrying her coat, [REDACTED] has her coat on, and [REDACTED] is wearing a sweater vest. They stop and talk at a spot between the bar and a round table. At 00:22:45, [REDACTED] and [REDACTED] hug, and then [REDACTED] can be seen dancing where they're standing. About 20 seconds later, at 00:23:05, Respondent, who is wearing a suit jacket and is standing at the bar a few feet away, can be seen walking straight toward [REDACTED]

Respondent walks around [REDACTED] comes face-to-face with [REDACTED] and he appears to quickly reach toward her, below her mid-section, with his left arm; what precisely he did with his hand cannot be seen clearly on the video. [REDACTED] promptly slaps Respondent, and pushes him away. Respondent is steadied by others in the bar, steps back toward [REDACTED] and she appears to be yelling at him. [REDACTED] comes over and intervenes, and at 00:23:50, Respondent walks toward the exit. [REDACTED] appears to wipe tears from her eyes, and [REDACTED] hugs her. They remain inside the bar talking for about four more minutes, then they leave.

In footage from an overhead angle inside the same bar (Resp. Ex. A), Respondent can be seen standing at the bar. At 00:22:31, he speaks with the bartender, then finishes his drink. Respondent turns toward Detective [REDACTED] who is sitting next to him at the bar, then walks straight toward [REDACTED] who is standing with [REDACTED]. Respondent moves around [REDACTED] so that he is face-to-face with [REDACTED] and at 00:23:10, Respondent appears to bend down and reach toward [REDACTED] with his left arm, before standing back upright. Again, the footage does not capture what precisely Respondent did when he bent toward [REDACTED]. [REDACTED] immediately slaps Respondent, and pushes him away.

Footage from Joshua Tree (Dept. Ex. 2) shows Respondent walking up to [REDACTED] near the front of the bar at about 12:52:28 a.m. They have a brief conversation, until [REDACTED] appears to steer Respondent away from [REDACTED] twenty seconds later. Separate footage from inside the bar (Resp. Ex. B) shows the group playing beer pong; [REDACTED] and Respondent are both playing, but on opposite sides. At about 01:11:34 a.m., Respondent can be seen slipping down to the floor; the game wraps up approximately three minutes later.

Police Officer [REDACTED] testified that [REDACTED] his girlfriend, texted him from the party to say that it was boring. During their texting, he asked her if she was drunk, and she

answered no; he explained that it was just a random question since she was at a party, and not because he had any indication that [REDACTED] was, in fact, intoxicated. Later, she called him to say she was going to the bar, and asked him to join her there since he also knew [REDACTED] and [REDACTED] but [REDACTED] declined the invitation. When [REDACTED] arrived home a short time later, she was very upset, crying and shaking. She told [REDACTED] that someone had "put his hand up her skirt and grabbed her vagina." She stated it was a police officer who had done this, and that it was not consensual. [REDACTED] could not remember where [REDACTED] said the incident occurred; he recalled her mentioning Joshua Tree, but not The Flying Cock bar. According to [REDACTED] [REDACTED] was too upset and nervous to go to work the next day. In discussing whether [REDACTED] should report the matter, [REDACTED] advised her to do what she felt she should do. Subsequently, [REDACTED] himself, received a command discipline for his failure to report what had occurred. (Tr. 137-42, 144-48)

Detective [REDACTED] testified that he drank only one or two beers at the party, since he was responsible for driving several members in his command that night. They left the party, and drove to the bar. A few minutes after they entered The Flying Cock, [REDACTED] told him that Respondent had just "touched her, grabbed her." He asked if he grabbed her rear end, and she shook her head no, but did not specify where exactly she had been grabbed; [REDACTED] took that to mean that Respondent had grabbed her in some other area. Rather than press her for further details, [REDACTED] tried to comfort [REDACTED] and asked if she wanted to go home; she said she wanted to stay, though she was tearing up and appeared visibly upset. According to [REDACTED] [REDACTED] was coherent when speaking with him. [REDACTED] did not see the actual incident, since it occurred quickly, while he was turned around. (Tr. 154-59, 164, 171-72, 179-80)

After the incident, they left the bar and walked to Joshua Tree. [REDACTED] testified that he, [REDACTED] and [REDACTED] talked outside the bar for a few minutes before going inside; [REDACTED] appeared to be angry about what had transpired, wondering out loud, “who does he think he is?” Inside the bar, the group, which included Respondent, hung out together, and played beer pong; [REDACTED] no longer seemed upset. [REDACTED] then drove everyone home; he deliberately had [REDACTED] sit up front to avoid any further problems, and he dropped her off first. [REDACTED] stated that he’s known [REDACTED] since about 2016, though he did not socialize with her outside the office. He also indicated that he’s known Respondent a bit longer, and that he and Respondent are good friends who socialize outside work. [REDACTED] did not report the incident, and received a command discipline. (Tr. 159-61, 165, 168, 174-77)

Detective [REDACTED] testified that around 2014, he and [REDACTED] worked together at the 108 Precinct; they became good friends, and regularly talk, text, and socialize outside work as well. In the early morning hours of December 6, he received a phone call from [REDACTED] who was “very broken up,” “hysterical,” and “frantic,” as if she was just crying. She told him that she was out socially with work colleagues at Joshua Tree when one of them “reached under her skirt and grabbed her vagina.” [REDACTED] advised her to remove herself from the situation and go home. The next day they spoke again, and [REDACTED] still sounded upset, though not as much as during the first call. [REDACTED] who earlier in his career was assigned to IAB, told [REDACTED] that he intended to call in the incident, and he did, in fact, do so; [REDACTED] was somewhat uncertain as to the actual date he reported it, but the IAB log indicated that it was on December 8. (Tr. 184-90, 195-99)

Detective [REDACTED] testified that he was at the holiday party for approximately three hours with co-workers, including Respondent and [REDACTED] both of whom he hangs out with, and [REDACTED] and [REDACTED] neither of whom he had much familiarity with before that night. As the

party was wrapping up, [REDACTED] said that she wanted another drink; the bartender was not initially going to serve any more drinks, but [REDACTED] persuaded him to give [REDACTED] a beer.

According to [REDACTED] [REDACTED] then said to [REDACTED] "The bartender must really want you to get laid." [REDACTED] described [REDACTED] as "happy, laughing," but not intoxicated. (Tr. 220-25, 242)

[REDACTED] informed [REDACTED] that several people were going to Joshua Tree. [REDACTED] testified that he really just wanted to go home, but [REDACTED] convinced him to come out for a drink. On the car ride over, [REDACTED] and [REDACTED] were saying that Respondent is "so cute." They stopped in first at The Flying Cock, where [REDACTED] ordered drinks for himself and Respondent. [REDACTED] sat at the bar watching television, and was not aware of what transpired between Respondent and [REDACTED]

[REDACTED] came over and abruptly told [REDACTED] that they were leaving The Flying Cock and going to Joshua Tree; [REDACTED] finished his drink, and met his colleagues at the other bar, where they ordered more drinks. At some point, [REDACTED] stated that she wanted to leave, and go to Joshua Tree; [REDACTED] had to tell her that they already were at Joshua Tree. [REDACTED] received a call from her boyfriend [REDACTED] and [REDACTED] who knew [REDACTED] used [REDACTED] phone to say hi. A table was set up and they played beer pong for a while, until Respondent slipped and fell to the floor; the group departed the bar soon after. [REDACTED] did not notice any negative interaction between Respondent and [REDACTED] though he conceded that there was a moment in the video footage from Joshua Tree where Respondent and [REDACTED] are talking, and "you could tell it wasn't a happy conversation," prompting [REDACTED] to pull Respondent away. According to [REDACTED] [REDACTED] did not appear to be as happy as she had been at the party. (Tr. 226-39, 243-44)

Respondent testified that he was at the party for about four hours, during which time he ate and had two or three beers, along with a shot of whiskey with his friend [REDACTED] he felt okay, and was not intoxicated. At the party, Respondent introduced himself to [REDACTED] According to

Respondent, who had a girlfriend at the time, [REDACTED] and [REDACTED] engaged in a “flirtatious conversation” with Respondent, during which they told him that they referred to him as the “new hot thing” in the unit, and they often talked about how they’d like to “hook up with him” in the sergeant’s office. [REDACTED] tried to hold Respondent’s hand, and bumped her body against his. (Tr. 254-60, 298-99, 304-05, 311-13)

Near the end of the party, Respondent talked with his “close friend” [REDACTED] about going out to a bar to celebrate Respondent’s birthday. They were joined by [REDACTED] [REDACTED] and [REDACTED]. After [REDACTED] parked, Respondent walked to the bar, arm-in-arm with [REDACTED] and [REDACTED] which was captured in photographs taken by [REDACTED] (Respondent Exs. C & D). Inside The Flying Cock, Respondent stood by the bar drinking a beer, next to [REDACTED] who was seated. Their three colleagues returned from the restroom, and were standing a few feet away from the bar; [REDACTED] was dancing. Respondent testified that [REDACTED] called out to him, and gestured for him to join them. (Tr. 261-63, 266-70, 280, 300, 315)

As seen on the video footage at about 00:23:05, Respondent walked over to [REDACTED]. Respondent testified that his intention was to kiss her on the lips. They locked eyes, and Respondent leaned in toward [REDACTED]. He reached with his left hand to the outside of [REDACTED] “upper thigh area,” in order to pull her close to him so he could kiss her. Instead, [REDACTED] angrily shoved him away, and slapped him in the face. According to Respondent, [REDACTED] shouted, “You can’t fucking do that – they know my boyfriend.” Respondent apologized, and walked away. He denied that he reached under [REDACTED] skirt and grabbed her vagina, and insisted that he had no intention of touching or grabbing an intimate part of her body. (Tr. 273-78, 281-84, 294, 301-03, 316-21, 326-27)

At Joshua Tree, Respondent approached [REDACTED] to apologize to her; he believed that she was upset about his advances because of her boyfriend. Respondent told [REDACTED] he was sorry, and she replied, "You can't behave like that. I have a boyfriend. They know my boyfriend." According to Respondent, [REDACTED] still seemed worked up, and brushed him off. Otherwise, they had no negative interaction at the bar. Respondent, who was a probationary detective at the time of the incident, testified that he did not notify the Department of what transpired, because he was not aware that [REDACTED] was making any allegation against him; if he had been so informed, he would have reported the incident. (Tr. 288-92, 295-96, 308, 322-25)

Specification 1 charges Respondent with subjecting [REDACTED] to sexual contact without her consent. Specifically, it is alleged that he reached under [REDACTED] skirt and grabbed her in the area around her vagina. It is undisputed that Respondent and [REDACTED] were present inside a bar following a holiday party, and that Respondent approached [REDACTED] and reached toward her with his left hand. At issue is what precisely occurred at that point: [REDACTED] and Respondent provided conflicting accounts of what transpired, and the video footage does not provide a definitive view of what Respondent did with his left hand.

[REDACTED] came across as poised and sincere on the witness stand, as she testified about the events of the evening, providing a credible and convincing account of what occurred. She described how she was "shocked" when Respondent, without warning, reached under her skirt and grabbed and squeezed her "vagina." Her instantaneous reaction to Respondent's actions, before she had time to reflect and concoct a story, supports her credibility: she immediately slapped Respondent, shoved him away, and told him to "never fucking touch me like that." Respondent, himself, confirmed that [REDACTED] shouted at him, "You can't fucking do that."

Even if it were true, as suggested by the defense, that [REDACTED] was flirting with [REDACTED] earlier in the evening, that in no way would excuse Respondent's conduct in this matter. Counsel for Respondent also suggests that [REDACTED] appeared intoxicated that evening, which may have clouded her recollection of events. Indeed, [REDACTED] did demonstrate some confusion as to which bar they were in when the incident occurred. But as to the touching, itself, [REDACTED] remained consistently clear in explaining how Respondent walked up to her, reached under her skirt, and grabbed her "vagina."

Additionally, [REDACTED] immediately informed [REDACTED] that Respondent had just grabbed her; if she merely were trying to conceal an attempted kiss for fear of her boyfriend finding out, there would have been no reason for her to call more attention to it by saying something to [REDACTED] who had not seen what occurred. [REDACTED] [REDACTED] and even Respondent, all testified that whereas [REDACTED] appeared happy before the incident, she became visibly upset afterward; her level of anger is consistent with her version of what transpired. Even at the second bar, [REDACTED] rejected Respondent's apology, and in his own words, she "brushed him off."

The fact that [REDACTED] continued to hang out with her colleagues, including Respondent, at a second bar, does not invalidate her account. [REDACTED] credibly explained that she did not want to go home and give Respondent the satisfaction of thinking that he "had got to her." Similarly, she convincingly testified that her decision not to report Respondent was because she was concerned about the consequences of doing so, given that she was new to the command and enjoyed working there.

Moreover, [REDACTED] did promptly reach out to two friends, both MOS, to tell them what Respondent had done. Each of them testified persuasively regarding how uncharacteristically

upset [REDACTED] was as she described how Respondent had reached under her skirt and grabbed her "vagina." One of the MOS, [REDACTED] reported the incident to IAB.

Although the video footage does not conclusively show what [REDACTED] did with his left hand, it does provide useful, surrounding context. The footage from Resp. Ex. B, in particular, is informative: Respondent can be seen finishing his beer at the bar, and he then appears to make a determined approach straight to [REDACTED]. He gets face to face with her, bends slightly, and reaches toward her with his left hand. [REDACTED] responds instantly: she slaps him in the face, shoves him away, and yells at him.

Based on my review of the totality of the evidence, including observing [REDACTED] demeanor on the witness stand, I credit her account of what occurred. In contrast, I reject Respondent's contrary claim that he merely touched the outside of [REDACTED] upper thigh area, and that his only intention was to pull [REDACTED] close in order to kiss her, a claim which is, in itself, deeply troubling and inappropriate. Respondent's testimony did not ring true; in an effort to avoid culpability, he fabricated where he grabbed [REDACTED] and minimized his reason for doing so.

Respondent did more than touch [REDACTED] in the way he described; he intentionally reached under her skirt and grabbed her in the area around her vagina, which is why she reacted the way she did. The record has established, by a preponderance of the credible evidence, that Respondent wrongfully subjected [REDACTED] to sexual contact without her consent. Accordingly, I find him Guilty of Specification 1.

Specification 2 charges Respondent with failing to remain at the scene of an unusual police occurrence, while Specification 3 alleges that Respondent failed to request that a supervisor respond to the scene. Section 212-32 of the Patrol Guide requires an off-duty member

of the service who is involved in an unusual police occurrence to remain at the scene, and to request the response of a patrol supervisor. Additionally, Section 207-21 states that a member of the service who receives an allegation of corruption against oneself must request that a supervising officer respond to the scene.

Respondent acknowledged that he did not remain at the scene, nor did he contact a supervisor. He explained that he was not aware that there was a complaint against him, and insisted that if he had known, he would have remained and made the appropriate notifications.

However, as discussed above, it was apparent from [REDACTED] reaction to his actions that Respondent was, in fact, involved in an unusual occurrence, in which he was being accused of sexually touching [REDACTED] in an improper manner. As such, he had the responsibility to notify a supervisor, and remain at the scene. This he failed to do, and I find Respondent Guilty of Specifications 2 and 3.

PENALTY

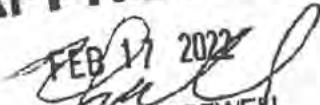
In order to determine an appropriate penalty, this Tribunal, guided by the Department's Disciplinary System Penalty Guidelines, considered all relevant facts and circumstances, including potential aggravating and mitigating factors established in the record. Respondent's employment history also was examined. *See* 38 RCNY § 15-07. Information from his personnel record that was considered in making this penalty recommendation is contained in an attached memorandum. Respondent was appointed to the Department on January 8, 2014.

Respondent has been found guilty of all three charges, the most serious of which was for wrongfully making sexual contact with a fellow officer without her consent. The Department recommends that Respondent's employment be terminated. Based on the circumstances presented here, I agree with that recommendation.

Counsel for Respondent maintains that his client is not guilty, and that even if he did touch [REDACTED] in the manner alleged, it was an accident, and not intentional. Counsel also argues, in the alternative, that if the Tribunal were to find Respondent guilty, his employment with the Department should not be terminated. Counsel notes Respondent's strong record with the Department – he has no disciplinary history, and has been awarded eight medals in his nearly eight years of service.

Nevertheless, the egregious nature of Respondent's conduct is unacceptable from a member of this Department. Under the Disciplinary Guidelines, the presumptive penalty for sexual harassment that involves overt sexual touching or intimate physical contact is termination. Here, Respondent reached under [REDACTED] skirt and grabbed and squeezed her in the area around her vagina. This blatant act of sexual misconduct, toward a female co-worker in his unit, was outrageous and completely unacceptable, and warrants the presumptive penalty of termination.

By targeting [REDACTED] in this manner, he demeaned and demoralized her, to such an extent that she stayed home from work in order to avoid coming into contact with Respondent. Respondent's inexcusable behavior had a destabilizing effect on the workplace environment. With his actions, Respondent demonstrated that he lacks the good judgment and self-control required of a member of this Department. Based on the totality of the facts and circumstances in this matter, I recommend that Respondent be DISMISSED from the New York City Police Department.

APPROVED
FEB 17 2022

KEECHANT L. SEWELL
POLICE COMMISSIONER

Respectfully submitted,



Jeff S. Adler
Assistant Deputy Commissioner Trials



POLICE DEPARTMENT CITY OF NEW YORK

From: Assistant Deputy Commissioner – Trials
To: Police Commissioner
Subject: SUMMARY OF EMPLOYMENT RECORD
DETECTIVE JOHN BUCHANAN
TAX REGISTRY NO. 955801
DISCIPLINARY CASE NO. 2020-22881

Respondent was appointed to the Department on January 8, 2014. On his most recent annual performance evaluations, he received 4.5 overall ratings of "Extremely Competent/Highly Competent" in 2019 and 2020, and was rated "Exceeds Expectations for 2017. He has been awarded five medals for Excellent Police Duty, and three medals for Meritorious Police Duty.

Respondent has no disciplinary record.

For your consideration.

Jeff S. Adler
Assistant Deputy Commissioner Trials